

Local Workforce Development Areas

The thirteen (13) Local Workforce Development Areas are private sector driven and under the authority of the local elected officials and consortium of partners. All 13 areas participated in efforts to realign to 9 local areas.



Local Initiative Highlights

LWDA 1	LWDA 4
<ul style="list-style-type: none"> ➤ The Workforce Board staff and AJC Business Services Team participated actively in regional economic development initiatives and reached out to an additional 550 employers. ➤ LWDA 1 is intensely engaged in the regional fight against substance abuse/opioid addiction through participation in the Sullivan County Health Department Anti-Drug Coalition and Insight Alliance. ➤ The transition of WIOA One Stop Operator and Career Service Provider through a sub-recipient structure was achieved successfully with the award of those responsibilities to the Knoxville/Knox County Community Action Committee. Utilizing the new contracted system ensured a firewall for service delivery as well as accountability for program outcomes. 	<p>East Tennessee Human Resource Agency continued to leverage its agency-wide, holistic service delivery model in its workforce development service delivery network managed by Tennessee Colleges of Applied Technology in Jacksboro and Oneida. Of particular note in PY 2017-2018 is its launch of the following two programs targeting clients with barriers to employment:</p> <ol style="list-style-type: none"> 1. Job Access and Reverse Commute (JARC): Established to address the unique transportation challenges faced by welfare recipients and low-income job seekers, the JARC program, operating with FTA funding, offers transportation for accessing child care services and employment in rural areas when and where conventional transit services are either reduced or non-existent. 2. Second Chance Initiative (SCI) launched in cooperation with the Tennessee Departments of Labor and Workforce Development, Corrections and the Tennessee Board of Regents. The SCI aims to provide—through on-site, dual enrollment programs of instruction and certification augmented by supportive services—self-sufficient employment opportunities in welding and industrial maintenance/mechatronics to inmates housed at the Morgan County Correction Facility (MCCX). SCI expansion in PY 2018-2019 will address provision of transportation and other supportive services to MCCX inmates engaged in work release programs.
LWDA 12	LWDA 13
<p>The Northwest Tennessee Workforce Board established policies to implement a Transitional Work Experience to afford individuals with major barriers an employment opportunity to gain valuable work experience plus “get their foot in the door” with local business and industry. The three-phase program referred to as Ready, Set, Hire! includes up to 320 hours of program subsidized work experience and 320 hours of 50% reimbursed On-the-Job Training to strengthen the individuals opportunity for phase 3...hired by the company. The program started in November and has already served 19 participants, paying wages of nearly \$35,000. One success story, Madison Bell, was a single parent who had changed jobs multiple times over the past several years. She was placed with Tennova Healthcare and upon completion of the program is earning over \$20 per hour as a Systems Analyst.</p>	<p>The Workforce Investment Network amplified efforts to more strategically serve opportunity youth – 16 to 24 year-olds who are neither in school nor employed. Recognizing the magnitude of the challenge to reach this population, we joined forces with other stakeholders from local government, community partners, and the area’s largest school district through the Bloomberg Harvard City Leadership Initiative. This program is a special cross-sector collaboration that seeks to inspire and strengthen city leaders while giving them the tools needed to lead high-performing, innovative cities. The ongoing training focuses on learning foundations and skills for successful alliances while working toward a common goal. The group is currently working to create system alignment to effectively identify and reengage opportunity youth and increase their awareness of opportunities available to them.</p>

Business Services



LWDA 1

Employer service: working in conjunction with the AJC's Business Services Team, LWDA 1 served more than 880 individuals and invested more than \$700,000 through Consolidated Business Grants involving incumbent worker and apprenticeship training. Pictured are employees of the Brock Group who participated in the Certified Production Technician Program. "We are proud to be the first organization in our area to complete a CPT module through our partnership with the Regional Center for Advanced Manufacturing, supported by the NE TN Workforce Development Board."

LWDA 2

Walter State Community college was awarded \$152,730 for Consolidated Worker Training. Grants were awarded to Original Footwear, Team Technologies, Contour Glass, Interplast Group, RGE USA, Sonoco Products Company, Nyrstar Tennessee Mines, JTEKT Corporation, Packaging Services and JOST International to provide incumbent worker training to 347 employees. This training will strengthen the economic base of these companies.

"The funds secured via the Incumbent Workers Training grant have afforded Nyrstar Tennessee mines the opportunity to provide hands-on atmospheric testing to all our underground miners and support staff. Several employees have shared that this hands-on training makes them feel more secure in their own skills and that knowing their coworkers are also trained makes them feel safer in the workplace."

The federal emergency grant designated for Sevier County as the result of the wildfires in November of 2016 was closed on December 31, 2017. Although the state requested an extension of the grant, it was denied. A total of \$389,519.32 was expended. As a direct result of this grant 9 people gained employment and the National Park Service and the Sevier County Waste Management Service received funds for equipment rental and other necessary assistance during the effort.

LWDA 3

During program year 2017, Workforce Connections utilized Consolidated Business Grant funding to assist two apprenticeship programs (as well as other Incumbent Worker programs). LWDA 3 hosted 89 employer events at the AJC, involving 300+ employers and more than 1500 job seekers.

LWDA 5

Job Fairs: In 2017, the Southeast Tennessee Local Workforce Development Area hosted five significant job fairs in Chattanooga, Athens, Dayton, Cleveland, and the tri-county Sequatchie Valley Job Fair serving Bledsoe, Marion and Sequatchie Counties. The combined results of the five job fairs resulted in connecting 192 employers with 1,431 job seekers. In addition to the job fairs, since July 1, 2017 the American Job Centers have hosted more than 270 individual hiring events, assisting more than 25 employers by connecting them to more than 1,500 applicants.

LWDA 6

With emphasis on services to our business community, Workforce Solutions staff increased on site visits with local companies resulting in a commitment of over \$194,000 for incumbent worker training contracts to train 156 trainees. In addition, LWDA 6 developed over \$420,000 in on-the-job training contracts with area businesses to train and hire 200 WIOA participants.

LWDA 8

Service to business and industry is an important component of workforce development in LWDA 8. AJC Business Services teams have been busy implementing training contracts with area employers as part of the state's Consolidated Business Grants program. These grants include incumbent worker training, apprenticeships, and OJTs. LWDA 8 issued a total of 17 consolidated business grants, training a total of 486 workers.

LG Electronics announced a new manufacturing facility in LWDA 8. Clarksville AJC staff work closely with LG management to recruit new employees, orchestrate job fairs, schedule interviews, and assist with new hire processing. In addition, staff of LWDA 8 went INTERNATIONAL to assist LG with their initial job development and hiring processes, Workforce Essentials' Susan Herrington went to LG Electronics in Korea to provide job profiling services!

LWDA 12

Employers were reimbursed \$335,000 for OJT and \$115,000 for Incumbent Worker Training.

LWDA 13

Business Services significantly increased services to employers through job postings, customized recruitment, prescreening job candidates, hosting hiring events and over \$335,000 in training funds reimbursed through 35 OJT, IWT, and Apprenticeship contracts. These relationships yielded 715 potential employment positions with an average wage of \$24.15. In May 2018, twenty percent of qualified, pre-screened individuals were hired from an applicant pool as part of a JM Smucker Company hiring event. The Plant Technicians role required a bronze or greater NCRC and a high school diploma or equivalent. One new hire expressed, "JM Smucker called me with a job offer. As the HR Manger read the offer, I went into shock. She stated I would make \$18.87 and an annual salary of \$39,249. I am 30 years old and have never made over \$12,000 a year."

Participant Success Stories

LWDA 1

Andrew Stewart entered the Dislocated Worker Program in September of 2016 and enrolled at Walters State Community College pursuing a Registered Nurse degree. Mr. Stewart graduated in May of 2018 with his Associate of Applied Science in Nursing.

The Youth and Young Adult partnership assisted Ashley Bates to begin her career pathway in the health care industry. She was enrolled in the WIOA YouthBuild Program, during which time she earned her Occupational Safety and Health Administration, Pre-Apprenticeship Certificate Training and Cardiopulmonary Resuscitation/First Aid Certifications. She also earned her high school equivalency diploma on January 10th of 2018 and scored Silver on the National Career Readiness Certificate. She will be pursuing an LPN degree with the TCAT/Elizabethton.

LWDA 2

Naomi was a stay at home mom for 15 years and received SNAP. She began the Certified Nursing Assistant (CNA) program October 2017 and completed December 2017. She did not drive at the time and may have had only a Tennessee issued ID. When she enrolled in the class, she made friends with another WIOA participant that helped drive her and pushed her to master the CNA skills, they would study for long hours after class in order to pass. Naomi received her CNA license and got a CNA job at Regency Retirement making \$10.00. She later applied and accepted a job at Life Care but ended up going back to Regency. She's a success because she was always unsure if she could handle the class but she pushed through and accomplished her goal.

Austin, a 20-year-old student at TCAT-Morristown, struggled with maneuvering the system and the program. He lived in New Tazewell and drove to TCAT-Morristown each day to attend welding classes. He graduated in August of 2017 and received his diploma in Welding. He obtained a full-time position September of 2017 at Clayton Homes as a welder earning \$11.66 per hour. On his last follow-up in April of this year, he was still at Clayton Homes and is now earning \$14.25 per hour.

LWDA 3

Shoan, twenty years old, attended Austin Peay University for two months. His post-secondary education came to an abrupt halt after he was expelled from the university. He returned to Knoxville hopeless and experiencing homelessness. Shoan worked odd jobs, but his work history was neither consistent nor sustaining.

Shoan participated in Job Readiness classes through the Urban League's WIOA Out-of-School Youth program. He interviewed for a Work Experience position at BJ&S Barbeque Restaurant as a Front-Line Leader. There, Shoan demonstrated the ability to multi task, attention to detail, customer service skills, and ability to follow directions. At the completion of the work experience, the restaurant owner hired Shoan to head his Catering Department. Shoan has since been able to move into an apartment of his own and become financially stable.

Willie was a 20 year old whose work experience was spotty—employed at minimum wage jobs. He was a high school graduate, but unemployed and sleeping on a friend's couch. Willie enrolled in the Out-of-School Youth Program at the Urban League. While there, he participated in Job Readiness workshops and interviewed for the Arconic Global Foundation Light Industrial Manufacturing Internship, a seven-week paid internship. Willie completed the program and received a Certificate of Completion and a Certification for Light Industrial Manufacturing. With this certification in hand, Willie was hired full time at UPS. Willie has maintained full time employment at UPS and moved into his own apartment. He is currently studying for his realtor's licensure exam.



Makalea had a troubled life as a teenager and young adult: addiction; juvenile justice centers; dismissal from the Army; separation from family; and depression. Her life changed dramatically when she enrolled in Roane State Community College and received assistance from the American Job Center at Wartburg. Today, the 33-year-old resident of the tiny town of Sunbright in Morgan County is a 2017 graduate of the Occupational Therapy Assistant Program. She is working at two nursing homes and an outpatient clinic in Oneida, making more money than she's ever made in her life.

Now, she wants to give back by helping launch a drug prevention program in Morgan and Scott counties titled "Open Eyes, Open Heart." "I love it," Makalea said of her new lease on life. She credits Roane State and the American Job Center for the turnaround. "Roane State helped me get my life back on track, and now I'm able to provide for my daughters," Makalea said. "The teachers were extremely encouraging and told me I have to believe in myself. They encouraged me 100 percent."

Makalea expressed her appreciation to Roane State educators like Dr. Teri Gergen, director of the OTA program, and Susan Sain, OTA field coordinator, for the profound changes in her life.

"She is genuine," Gergen said of Makalea. "Her love for others and drive to serve those in need is both authentic and undeniable. I feel honored to have been a part of her journey."

The American Job Center at Wartburg, which administers federal funding through the Workforce Investment Opportunity Act (WIOA), helped Makalea with travel expenses, textbooks and the costs to take required certification tests. "I'm very proud of her," Job Center Director Brenda Melton said. "If WIOA had a poster child, it would be Makalea."

Makalea was at first uncertain whether the American Job Center would be able to help her. "But she came in with a purpose and resolve," Melton said. "She wanted to be the best she could be. She was a sheer joy to work with." Makalea, describing herself as a "recovering drug addict," said she did "everything under the sun" in terms of illegal drugs while she was a teenager. She said her parents "got me cleaned up enough to go into the Army in an attempt to save my life."

While there, she drove trucks but succumbed to drugs again, doing cocaine and crack cocaine and then failing a drug test. She left the Army in 2005 with a less-than-honorable discharge. She gave birth to her two daughters, but her marriage unraveled eight years later. Battling depression, Makalea went to a doctor and was prescribed the anti-depressant Xanax. She became addicted, and her initial venture into higher education – taking prerequisites for Roane State – was a blur.

"For three months, I didn't know who I was, and I failed English because of it. I was not a model student." She kicked the Xanax addiction and worked at low-wage jobs –including mixing "mud" for building fireplaces –and was later accepted into Roane State's OTA program. She started at Roane State in 2015, and "the program was amazing."

Despite ongoing adversities, she persisted, thanks to support and encouragement from Roane State staff. "Teri Gergen said I had 'grit,'" she recalled. "Roane State helped me get my life back on track," Alexander said. "I want other people to get an education and feel the way I feel now. The college gave me confidence in myself."

LWDA 5

Brian came into the Athens AJC in January 2018. He completed the initial assessment, and his responses indicated multiple barriers. Brian was unemployed, homeless, and needed medical and dental care. He was sleeping in his car which needed several repairs.

Wagner-Peyser staff directed him to Coordinated Charities, a partner organization that responded with food, clothing, and temporary housing. Brian was also enrolled in Title I for job search assistance. He received gas assistance to apply for jobs, a one-on-one interview skills workshop, and staff assistance with developing a resume. Today, Brian is employed with a local manufacturing company. He no longer lives in his car and can now afford a place of his own.

LWDA 6



Brenton graduated from Tullahoma High School in June 2016 and enrolled in the WIOA Youth program in August 2016. He started the Automotive Technology program at TCAT Shelbyville in September 2016. While attending the TCAT Shelbyville, Brenton worked part time at Lowe's in Tullahoma. Brenton received monthly incentive checks from the WIOA Youth program for maintaining satisfactory progress and grades. He used these checks to help cover the cost of transportation from Tullahoma to school. He was also eligible for the PELL grant which covered the cost of his tuition and books at TCAT Shelbyville.

In October of 2017, Brenton started working at T and T Automotive as part of the WIOA Youth Work Experience program. Under this program, WIOA paid Brenton's salary so that he could gain valuable work experience in his area of training. He worked 29 hours per week as an automotive technician at T and T while still enrolled in school and maintaining his other part-time job at Lowe's. In February of 2018, Brenton became eligible to participate in the co-op program at TCAT Shelbyville. Under this program, he worked full time at T and T as an auto mechanic while also earning credit for his last trimester of Automotive Technology at TCAT Shelbyville. Brenton completed the Automotive Technology program at TCAT Shelbyville in April 2018 and graduated with a Master Automotive Technician diploma.

Brenton is now working full-time as an auto mechanic at T and T Automotive and is making \$15.00 per hour. While enrolled at TCAT Shelbyville, Brenton was able to save \$6500 from his part time jobs. He is using the money to purchase his first home in Tullahoma. I think Brenton is an excellent example of what can be accomplished with a lot of hard work and dedication and a little assistance from WIOA.

LWDA 9



Over 1300 customer Adults and Dislocated Workers were served and the agency received many thank you emails and success stories from customers. Here is one of many examples:

"I have been working and getting back on track. My new job as a Postal Clerk started on October 16, 2017. I now make over \$22,000 annually! Everything has improved since our last meeting. My rent is paid; most of the bills are under control. Here is a heartfelt thank you for all the kicks in the butt that you have given so freely. They helped me and will continue to as I know you have an

endless supply. Thank you for all the positive and encouraging words and confidence building exercises that have CHANGED me. Thank you again for everything."

From a participant that speaks to the impact of the WIOA Youth Program: "A Youth CAN participant came to our program wanting to become a CNA. A career specialist assisted her in enrolling in training. The participant attended the 4-week training to prepare for the exam. The participant passed her exam and became a licensed CNA. With assistance from Youth CAN, she started looking for jobs and needed assistance with interview clothes. Youth CAN was able to purchase interview clothes and help her prepare further. Our participant was extended the opportunity to interview with Signature Healthcare and is currently gainfully employed."

LWDA 13

LWDA 13 successfully achieved its goal of providing services to more youth participants by nearly doubling the number enrolled in WIOA last year to over 1,000 participants this year. An 18 year old participant who is a resident of a detention facility recently earned his high school diploma. Our partner, New Zion Community Life Center, worked diligently with him to provide employability training, character education and leadership skills as well as to develop a plan of action to be implemented upon his release. During program enrollment, the participant scored above 21 on the ACT and is scheduled to be released in time to attend Middle Tennessee State University this fall. Another youth participant enrolled in WIOA as a 20-year old high school dropout living in a shelter. Through Shelby County Schools, he earned his HiSET diploma and secured housing. He also began training at Lab Four Professional Development Center to earn a Desktop Support Specialist Certification. While attending classes he gained employment at Radial, a fulfillment center in Memphis, earning \$10.50 an hour, a position he received through a WIN sponsored hiring event.



Roxanne came into the American Job Center in Waynesboro the summer of 2016. She had a daughter who had started school and decided it was time to find a job. She quickly discovered she needed a High School Diploma to apply for jobs in the area. She was referred to the Adult Education program and quickly breezed through the program and obtained her HiSET. Roxanne learned about the TN Reconnect Program and decided the time was right to enroll at the TCAT-Hohenwald. She was a member of the honor society while completing the Administrative Office Technology (AOT) program.

TN Reconnect was able to assist with tuition and books while SCTWA provided travel reimbursement. She completed the program in December 2017. As she applied for employment she realized her main barrier was issues with her teeth. Through the assistance of her Career Advisor, she found a dentist who could perform the services she needed. Roxanne stated that this will give her the confidence needed to find her dream job and is very thankful for the Staff who assisted her through the AJC.

Peter (Veteran) was laid off from General Motors in November 2017 and attended one the Rapid Response meeting in December. During that meeting, Peter filed for UI and met with James Hood (Local Veteran's Employment Representative). Mr. Hood helped Peter develop his resume along with AJC Staff. A job fair was held in January for individuals impacted by the GM and Supplier layoffs. Peter attended the job fair and met Sara Williams of Smelter Service Corporation of Mt. Pleasant, TN. Smelter interview and offered Mr. Mason a job to begin in early February. In working through the AJC network, SCTWA was able to provide OJT services to Smelter to aide in offsetting the initial hiring costs by reimbursing 75% of his wages for the training period. He has been promoted and moved to a new department as of March 2018.

Madison Flowers completed her HiSET degree through Adult Education in Maury County on 9/28/17. She was interested in our paid work experience for older youth. She has always been interested in cooking and loves to bake. Her desire is to eventually enroll in culinary school. She worked for 400 hours at Windmill Bakery in Columbia. The owner, Jennifer Kerr and two of her employees are graduates of culinary school and they took Madison under their wing and trained her in all areas of operating a bakery kitchen. After completing the paid work experience, Madison was hired and will continue to work there learning information she will need to excel in culinary school.



Graduates of the Henderson County class on August 16, 2018.

Our RE-ENTRY PROGRAMS, INSIDE-OUT DAD and HOW TO BE A RESPONSIBLE MOTHER provide incarcerated fathers and mothers with basic needs to prosper upon re-entry into society. The curriculum includes instruction on being a better father/mother and husband/wife.

For those interested, adult education classes, resume and interviewing guidance, and becoming acquainted with the services available through various agencies in our area. These efforts not only benefit the individuals incarcerated, but positively impact their families and the communities of which they are apart. This past year 31 men and 16 women completed the classes. Since the inception of the program in 2014 we have had a total of 112 men and 43 women complete the classes.

Local Workforce Development Area Outcomes

LWDA 1: Alliance for Business and Training		
Adult Program	Negotiated Targets	Actual Outcomes
Participants	NA	294
Employment Rate 2 nd quarter after Exit	82.5%	92.7%
Employment Rate 4 th quarter after Exit	78%	89.4%
Median Earnings	\$6,800	\$8,075
Credential Attainment Rate	73%	93.3%
Allocated Funds		\$892,587
Dislocated Worker Program	Negotiated Targets	Actual Outcomes
Participants	NA	59
Employment Rate 2 nd quarter after Exit	84.5%	95.8%
Employment Rate 4 th quarter after Exit	80%	97.7%
Median Earnings	\$7,200	\$8,349
Credential Attainment Rate	77%	73.7%
Allocated Funds		\$1,015,134
Youth Program	Negotiated Targets	Actual Outcomes
Participants	NA	165
Employment Rate 2 nd quarter after Exit	75.5%	83.3%
Employment Rate 4 th quarter after Exit	77.5%	72.7%
Median Earnings	DNA	\$2,780
Credential Attainment Rate	79%	100.0%
Allocated Funds		\$889,035

LWDA 2: Walter State Community College		
Adult Program	Negotiated	Actual Outcomes
Participants	NA	496
Employment Rate 2 nd quarter after Exit	87.1%	94.3%
Employment Rate 4 th quarter after Exit	87.5%	92.2%
Median Earnings	\$6,550	\$8248
Credential Attainment Rate	72%	83.2%
Allocated Funds		\$1,147,248
Dislocated Worker Program	Negotiated Targets	Actual Outcomes
Participants	NA	114
Employment Rate 2 nd quarter after Exit	87.1%	96.2%
Employment Rate 4 th quarter after Exit	82%	100%
Median Earnings	\$7,100	\$6147
Credential Attainment Rate	74%	93.3%
Allocated Funds		\$1,234,864
Youth Program	Negotiated Targets	Actual Outcomes
Participants	NA	304
Employment Rate 2 nd quarter after Exit	69%	70.9%
Employment Rate 4 th quarter after Exit	80%	64.9%
Median Earnings	NA	DNA
Credential Attainment Rate	75%	69.7%
Allocated Funds		\$1,078,523

LWDA 3: Workforce Connections		
Adult Program	Negotiated	Actual Outcomes
Participants	NA	427
Employment Rate 2 nd quarter after Exit	81%	92.7%
Employment Rate 4 th quarter after Exit	76.5%	85.9%
Median Earnings	\$6,700	\$6444
Credential Attainment Rate	73%	81.7%
Allocated Funds		\$731,843
Dislocated Worker Program	Negotiated Targets	Actual Outcomes
Participants	NA	356
Employment Rate 2 nd quarter after Exit	84.5%	90.9%
Employment Rate 4 th quarter after Exit	79.5%	94.9%
Median Earnings	\$7,250	\$6731
Credential Attainment Rate	77.0%	77.8%
Allocated Funds		\$963,964
Youth Program	Negotiated Targets	Actual Outcomes
Participants	NA	406
Employment Rate 2 nd quarter after Exit	76.5%	88.5%
Employment Rate 4 th quarter after Exit	76.5%	88.1%
Median Earnings	NA	DNA
Credential Attainment Rate	76%	83.8%
Allocated Funds		\$884,852

LWDA 4: East Tennessee Human Resource Agency		
Adult Program	Negotiated	Actual Outcomes
Participants	NA	565
Employment Rate 2 nd quarter after Exit	84%	89.1%
Employment Rate 4 th quarter after Exit	81%	89.2%
Median Earnings	\$6,900	\$5691
Credential Attainment Rate	73%	88.5%
Allocated Funds		\$1,119,995
Dislocated Worker Program	Negotiated Targets	Actual Outcomes
Participants	NA	115
Employment Rate 2 nd quarter after Exit	84%	88.6%
Employment Rate 4 th quarter after Exit	81%	91.9%
Median Earnings	\$7,150	\$6401
Credential Attainment Rate	77%	82.6%
Allocated Funds		\$1,232,085
Youth Program	Negotiated Targets	Actual Outcomes
Participants	NA	276
Employment Rate 2 nd quarter after Exit	76.5%	81.2%
Employment Rate 4 th quarter after Exit	78.5%	90.6%
Median Earnings	NA	DNA
Credential Attainment Rate	79%	74.2%
Allocated Funds		\$1,047,971

LWDA 5: Southeast Tennessee Development District		
Adult Program	Negotiated	Actual Outcomes
Participants	NA	637
Employment Rate 2 nd quarter after Exit	82.5%	95.0%
Employment Rate 4 th quarter after Exit	77.5%	90.0%
Median Earnings	\$6,700	\$8184
Credential Attainment Rate	73%	82.7%
Allocated Funds		\$1,352,377
Dislocated Worker Program	Negotiated Targets	Actual Outcomes
Participants	NA	268
Employment Rate 2 nd quarter after Exit	85.5%	89.8%
Employment Rate 4 th quarter after Exit	82%	94%
Median Earnings	\$7,250	\$8819
Credential Attainment Rate	77%	94.1%
Allocated Funds		\$1,673,736
Youth Program	Negotiated Targets	Actual Outcomes
Participants	NA	414
Employment Rate 2 nd quarter after Exit	77%	88.7%
Employment Rate 4 th quarter after Exit	78.5%	83.8%
Median Earnings	NA	DNA
Credential Attainment Rate	79%	87.5%
Allocated Funds		\$1,401,019

LWDA 6: Workforce Solutions		
Adult Program	Negotiated	Actual Outcomes
Participants	NA	304
Employment Rate 2 nd quarter after Exit	86%	93.4%
Employment Rate 4 th quarter after Exit	81%	93.1%
Median Earnings	\$7,100	\$8451
Credential Attainment Rate	75%	100%
Allocated Funds		\$456,878
Dislocated Worker Program	Negotiated Targets	Actual Outcomes
Participants	NA	74
Employment Rate 2 nd quarter after Exit	87%	91.4%
Employment Rate 4 th quarter after Exit	87%	94%
Median Earnings	\$7,250	\$9032
Credential Attainment Rate	78%	DNA
Allocated Funds		\$715,029
Youth Program	Negotiated Targets	Actual Outcomes
Participants	NA	414
Employment Rate 2 nd quarter after Exit	79%	88.7%
Employment Rate 4 th quarter after Exit	79%	83.8%
Median Earnings	NA	DNA
Credential Attainment Rate	80%	87.5%
Allocated Funds		\$436,311

LWDA 7: Upper Cumberland Human Resource Agency		
Adult Program	Negotiated	Actual Outcomes
Participants	NA	476
Employment Rate 2 nd quarter after Exit	86%	93.4%
Employment Rate 4 th quarter after Exit	80%	98.0%
Median Earnings	\$7,500	\$8935
Credential Attainment Rate	73%	DNA
Allocated Funds		\$593,671
Dislocated Worker Program	Negotiated Targets	Actual Outcomes
Participants	NA	124
Employment Rate 2 nd quarter after Exit	86%	83.3%
Employment Rate 4 th quarter after Exit	79.5%	88.2%
Median Earnings	\$7,200	\$7800
Credential Attainment Rate	77%	76.9%
Allocated Funds		\$555,936
Youth Program	Negotiated Targets	Actual Outcomes
Participants	NA	272
Employment Rate 2 nd quarter after Exit	77%	87.3%
Employment Rate 4 th quarter after Exit	78.5%	92.5%
Median Earnings	NA	DNA
Credential Attainment Rate	79%	80.0%
Allocated Funds		\$577,330

LWDA 8: Workforce Essentials, Inc.		
Adult Program	Negotiated	Actual Outcomes
Participants	NA	490
Employment Rate 2 nd quarter after Exit	82%	85.2%
Employment Rate 4 th quarter after Exit	76.5%	84.1%
Median Earnings	\$6,800	\$7324
Credential Attainment Rate	73%	81.5%
Allocated Funds		\$1,036,983
Dislocated Worker Program	Negotiated Targets	Actual Outcomes
Participants	NA	740
Employment Rate 2 nd quarter after Exit	85%	84.7%
Employment Rate 4 th quarter after Exit	82%	89.0%
Median Earnings	\$7,350	\$9544
Credential Attainment Rate	77%	96.2%
Allocated Funds		\$1,576,489
Youth Program	Negotiated Targets	Actual Outcomes
Participants	NA	406
Employment Rate 2 nd quarter after Exit	77.5%	79.9%
Employment Rate 4 th quarter after Exit	79.5%	82.8%
Median Earnings	NA	DNA
Credential Attainment Rate	79%	92.7%
Allocated Funds		\$1,046,640

LWDA 9: Nashville Career Advancement Center		
Adult Program	Negotiated	Actual Outcomes
Participants	NA	709
Employment Rate 2 nd quarter after Exit	80.5%	83.3%
Employment Rate 4 th quarter after Exit	75.5%	82.0%
Median Earnings	\$6,600	\$6,044
Credential Attainment Rate	73%	71.3%
Allocated Funds		\$1,639,988
Dislocated Worker Program	Negotiated Targets	Actual Outcomes
Participants	NA	609
Employment Rate 2 nd quarter after Exit	83.5%	87.7%
Employment Rate 4 th quarter after Exit	79.5%	85.7%
Median Earnings	\$7,200	\$8,379
Credential Attainment Rate	77%	67.7%
Allocated Funds		\$2,342,756
Youth Program	Negotiated Targets	Actual Outcomes
Participants	NA	508
Employment Rate 2 nd quarter after Exit	76.5%	86.5%
Employment Rate 4 th quarter after Exit	78.5%	91.4%
Median Earnings	NA	DNA
Credential Attainment Rate	79%	81.2%
Allocated Funds		\$1,803,423

LWDA 10: South Central TN Workforce Alliance		
Adult Program	Negotiated	Actual Outcomes
Participants	NA	357
Employment Rate 2 nd quarter after Exit	81%	85.3%
Employment Rate 4 th quarter after Exit	79%	85.2%
Median Earnings	\$7,100	\$6,805
Credential Attainment Rate	73%	50.0%
Allocated Funds		\$515,544
Dislocated Worker Program	Negotiated Targets	Actual Outcomes
Participants	NA	205
Employment Rate 2 nd quarter after Exit	85%	86.9%
Employment Rate 4 th quarter after Exit	81%	80.7%
Median Earnings	\$7,500	\$8,271
Credential Attainment Rate	77%	77.8%
Allocated Funds		\$648,736
Youth Program	Negotiated Targets	Actual Outcomes
Participants	NA	148
Employment Rate 2 nd quarter after Exit	77%	80.5%
Employment Rate 4 th quarter after Exit	78.5%	66.7%
Median Earnings	NA	DNA
Credential Attainment Rate	79%	100%
Allocated Funds		\$522,362

LWDA 11: Southwest Human Resource Agency		
Adult Program	Negotiated	Actual Outcomes
Participants	NA	268
Employment Rate 2 nd quarter after Exit	82%	93.2%
Employment Rate 4 th quarter after Exit	79.2%	92.1%
Median Earnings	\$6,900	\$6,301
Credential Attainment Rate	73%	69.8%
Allocated Funds		\$735,980
Dislocated Worker Program	Negotiated Targets	Actual Outcomes
Participants	NA	44
Employment Rate 2 nd quarter after Exit	86%	100%
Employment Rate 4 th quarter after Exit	82%	100%
Median Earnings	\$7,250	\$9,285
Credential Attainment Rate	77%	66.7%
Allocated Funds		\$744,106
Youth Program	Negotiated Targets	Actual Outcomes
Participants	NA	323
Employment Rate 2 nd quarter after Exit	76.5%	86.2%
Employment Rate 4 th quarter after Exit	79%	90.7%
Median Earnings	NA	DNA
Credential Attainment Rate	79%	68.2%
Allocated Funds		\$713,037

LWDA 12: Dyersburg State Community College		
Adult Program	Negotiated	Actual Outcomes
Participants	NA	728
Employment Rate 2 nd quarter after Exit	80.5%	94.9%
Employment Rate 4 th quarter after Exit	75.5%	92.2%
Median Earnings	\$6,600	\$6,796
Credential Attainment Rate	73%	82.5%
Allocated Funds		\$1,060,781
Dislocated Worker Program	Negotiated Targets	Actual Outcomes
Participants	NA	133
Employment Rate 2 nd quarter after Exit	83.5%	96.9%
Employment Rate 4 th quarter after Exit	79.5%	90.7%
Median Earnings	\$7,200	\$7,299
Credential Attainment Rate	77%	85.4%
Allocated Funds		\$1,073,010
Youth Program	Negotiated Targets	Actual Outcomes
Participants	NA	224
Employment Rate 2 nd quarter after Exit	76.5%	91.0%
Employment Rate 4 th quarter after Exit	78.5%	90.0%
Median Earnings	NA	DNA
Credential Attainment Rate	79%	84.6%
Allocated Funds		\$1,058,267

LWDA 13: Workforce Investment Network		
Adult Program	Negotiated	Actual Outcomes
Participants	NA	1034
Employment Rate 2 nd quarter after Exit	78.5%	80.0%
Employment Rate 4 th quarter after Exit	75.5%	78.4%
Median Earnings	\$6,650	\$5,511
Credential Attainment Rate	73%	55.7%
Allocated Funds		\$2,772,405
Dislocated Worker Program	Negotiated Targets	Actual Outcomes
Participants	NA	169
Employment Rate 2 nd quarter after Exit	85%	82.6%
Employment Rate 4 th quarter after Exit	80%	84.9%
Median Earnings	\$7,250	\$6,884
Credential Attainment Rate	77%	71.4%
Allocated Funds		\$2,889,671
Youth Program	Negotiated Targets	Actual Outcomes
Participants	NA	1084
Employment Rate 2 nd quarter after Exit	76%	73.5%
Employment Rate 4 th quarter after Exit	78%	80.2%
Median Earnings	NA	DNA
Credential Attainment Rate	79%	43.8%
Allocated Funds		\$2,996,810